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78-286

DD/A Registry

78-0503

5 FEB 1978

MEMORANDUM FOR: Acting Deputy Director of Central Intelligence

FROM :

Acting Director of Personnel

SUBJECT : Adjustment of Positions at Executive Pay Levels

1. Action Requested: Approve the adjustment of certain positions at Executive Pay levels to conform with the Director's recent reorganization efforts.

2. Background: Following the recent issuance of E.O. 12036 and in view of several major internal reorganizations, the Agency should realign its Executive Pay positions within the currently authorized Executive Pay ceiling of [ ] to take into account these changes in so far as is possible. It is my understanding that the Director will shortly request OMB concurrence to increase the Agency EP ceiling and to upgrade certain existing positions. Pending OMB concurrence in the Director's request, the following position changes should be made within the Agency's existing Executive Pay ceiling:

a. Establish a Director of NFAC position at EP-04 level. (This action retitles the existing EP-04 position of the Deputy to the DCI for National Intelligence. It is understood that the DCI will also request OMB concurrence in upgrading this position to EP-03.)

b. Upgrade the position of Deputy Director of NFAC from EP-05 to EP-04.

c. Upgrade the Associate Deputy Director of NFAC for Management from grade GS-13 to EP-05.

Approval of these position changes will result in the Agency's Executive Pay position alignment as displayed in the attachment.

3. Recommendation: It is recommended that you approve the position changes which are cited in sub-paragraphs 2a through 2c above.

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SUBJECT: (Optional)

Executive Pay Level Positions

EYES ONLY  
 Executive Registry  
 77-10583

FROM: John F. Blake  
 Acting Deputy Director of  
 Central Intelligence

EXTENSION

NO.

DATE 19 December 1977

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Director of Central  
 Intelligence  
 2. 7D 5607 Hqs

Sir:

You panned the following comments on my memo to you concerning the current status of our Executive Pay Level positions:

"My only shock is that we are over in EP-4's in CIA. I thought we made room for Bob long ago-- specifically by moving [ ] to 05."

Your comment is correct, as far as it goes. Two other matters have impacted on the facts and that is what brings about the current situation. The first additional fact is that [ ] as DDI, was an EP-04 and remains so today. Perhaps this is a matter we should talk about. The second fact is that [ ] was hired as an EP-04 in a position and for a function that have not previously existed. It is those facts that get us where we are.

/s/ Jack

John F. Blake

Distribution:

Orig RS - DCI  
 1 - ADDCI  
 1 - ER  
 1 - Compt

Att: Memo dtd 14 Dec 77  
 to DCI fr ADDCI re  
 same subj

EYES ONLY

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It can be deduced from all the above that we see a partial solution to part of our problem but as yet we have not defined the total problem and therefore lack a total solution. In order to handle this matter I suggest to you the following action. I will put together a letter for you to sign to McIntyre of OMB which describes the transition period through which your DCI hierarchy and the Agency are moving and that of necessity for several months you must ask for some flexibility on the matter of people at the Executive Pay level. Reference will be made to the fact that forthcoming legislation will go far to regularize this situation. In the meantime the letter will ask for his forbearance during this period and I will establish for you a deadline by which you will submit a new package to him.

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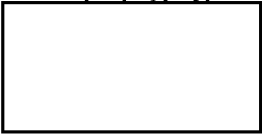
John F. Blake

Distribution:

Orig - DCI

1 - ADDCI

1 - ER

*My only shock is that we are  
over in EP-4's in CIA -  
I thought we were room  
for Bob long ago - specifically  
By many  & 05 -*

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The Director of Central Intelligence

Washington, D.C. 20505

The Honorable James T. McIntyre, Jr.  
Acting Director  
Office of Management and Budget  
Washington, D.C. 20503

Dear Jim:

As you know, I have already made a number of changes in the organizational structure of the Agency and the Community--all designed to improve the intelligence collection and production process and to make it more responsive to the needs of our Government. In order to complete my plans for organizing the intelligence functions for which I am responsible and at the same time staffing the senior positions required to assist me in carrying out my responsibilities as Director of Central Intelligence, I find it necessary to realign the Agency's EP positions and to establish several new EP positions.

In response to the former DCI's letter of 25 May 1976, OMB approved a realignment of the Agency's EP positions to meet the greatly enlarged responsibilities of the Intelligence Community Staff under Executive Order 11905. Although the focus of the Intelligence Community Staff's overall responsibilities will be modified somewhat as a result of other changes I plan to make in the organization of the Community, the basis for the EP positions currently assigned to the Staff remains valid, and I plan no further changes in its EP structure. Specifically, the Deputy to the DCI for the Intelligence Community will remain an EP-III, the Associate Deputy will remain an EP-IV, and the positions of Director, Office of Performance Evaluation & Improvement, and Director, Office of Program & Budget Development, will each remain an EP-V.

Executive Order 12036, inter alia, establishes a National Intelligence Tasking Center with Community-wide responsibilities for coordinating and tasking national foreign intelligence activities and for ensuring the responsiveness of collection systems to national foreign intelligence requirements and priorities. To implement fully the pertinent provisions of the Executive Order in this area, I propose to establish a new position of Deputy to the DCI for Collection Tasking at the EP-III level. In addition, I propose to establish a new position of Associate Deputy for Collection Tasking at the EP-IV level and three new EP-V level positions for this function. These latter three positions will involve Community-wide responsibilities as follows:

- Director, National Intelligence Tasking Center (NITC) --  
Responsible for the organization and development of  
the responsibilities and duties for the National

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Intelligence Tasking Officer teams and establishment of appropriate relationships for interface of the NITC with users and collectors.

- Director, Office of Collection Disciplines - Responsible for the organization of the various collection disciplines into a coordinated and systematic approach to collection tasking, evaluation, and other pertinent support for each collection discipline.
- Director, Office of Collection Systems - Responsible for the organization and development of a systems analysis capability to support determination of priorities among collection means and proposals.

In addition to the EP-level positions for the new Community tasking function, I plan to realign and increase by three the existing Agency EP positions. The specific changes I propose (some of which have already been implemented with the establishment on 11 October 1977 of the National Foreign Assessment Center (NFAC)) are as follows:

- The position of Deputy to the DCI for National Intelligence is now also Director, National Foreign Assessment Center. I propose to raise this position (currently an EP-IV) to the EP-III level.
- The former position of Deputy Director for Intelligence is now Deputy Director, NFAC. I propose to keep this position at its current EP-IV level.
- In support of the expanded scope of responsibility assigned to the new NFAC, which encompasses not only the production of intelligence but also the production and coordination of national intelligence estimates, I plan to retain the former position of Associate Deputy Director for Intelligence as an Associate Deputy - Management which will remain at the EP-V level and to establish a new position as an Associate Deputy - Substantive Support which also will be at the EP-V level.
- The position of Agency Comptroller currently is a GS-18. It is clear that the responsibilities of this position, which include not only Agency-wide resource management and control but also program evaluation, warrant a higher grade. I propose to raise this position to the level of EP-V.



- The Agency's Legislative Counsel currently is a GS-18. The requirements for legislative support, generated by the establishment of additional oversight committees coupled with increased Congressional attention to the various Agency activities and concomitant increased demands for support in the legislative and Congressional relations area, justify an EP-V level position for this expanded function. I propose to formally establish the Legislative Counsel position as an EP-V.

In addition to the specific positions addressed in the preceding paragraph, I feel that I must continue to have the flexibility for assignment of level V officers to (or for the promotion of exceptional senior officers to EP-V in) positions not formally established at the EP level. Therefore, I plan to retain two "at-large" positions at the EP-V level which can be used for this purpose. At this time, however, I have need for only one such position--that for the Director, National Photographic Interpretation Center who currently holds the rank of EP-V.

The enclosed table displays in summary form the current EP structure and that which I propose to establish to support me in carrying out my responsibilities under the National Security Act of 1947, the CIA Act of 1949, and Executive Order 12036. I believe the EP structure proposed is relatively modest in consideration of the increasing complexity of the intelligence process and the overall importance of intelligence to our national security interests and in support of U.S. policy. In my view, this structure is essential if I am to attract and retain the high-quality senior staff necessary to ensure that our Government has the type and level of reliable intelligence it needs. I ask for your concurrence in realigning and establishing the EP positions briefly outlined above.

Yours,

STANSFIELD TURNER

Enclosure:  
As Stated

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The Director of Central Intelligence  
Washington, D.C. 20505

The Honorable James T. McIntyre, Jr.  
Acting Director  
Office of Management and Budget  
Washington, D.C. 20503

Dear Jim:

This is to advise you of a temporary shift in the use of the EP allowances currently assigned to the Agency and to the Intelligence Community Staff.

As you know, I have already established the National Foreign Assessment Center (NFAC) and have redefined the role of the Intelligence Community Staff (ICS). Consistent with the provisions of the recently issued Executive Order 12036, I now plan to proceed with establishing and staffing the new Community-wide collection tasking function. These organizational adjustments make it necessary for me to realign, on an interim basis, our present EP positions. This will enable me to satisfy my most pressing senior staffing needs pending development of a formal proposal for a change in our EP structure.

For the present, I plan to use the EP-IV now authorized for the ICS for the new position of Deputy to the DCI for Collection Tasking. It also may be necessary to use temporarily one of two ICS EP-V positions for the new Collection Tasking Staff.

Within the Agency, I have realigned the following EP-level positions:

- The EP-IV position of Deputy to the DCI for National Intelligence is now also Director, NFAC.
- The former position of Deputy Director for Intelligence, EP-IV, is now Deputy Director, NFAC.
- The former position of Associate Deputy Director for Intelligence, EP-V, is now Associate Deputy - Management, NFAC.
- One of the two at-large EP-V positions is now Associate Deputy - Substantive Support, NFAC.

These and other changes, including possible legislation which could establish additional statutory positions, will require an in-depth re-examination and formal realignment of our EP position structure and an increase in our present allowance. As soon as the details of my long-range plans are worked out--which I expect to complete within the next several months--I will submit to OMB a formal proposal for the EP positions I feel are required to support me in carrying out my responsibilities as Director of Central Intelligence.

Yours,

STANSFIELD TURNER

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The Director of Central Intelligence

Washington, D. C. 20505

The Honorable James T. McIntyre, Jr.  
Acting Director  
Office of Management and Budget  
Washington, D. C. 20503

Dear Jim:

This is to alert you to a situation I may encounter over the next several months which could be troublesome without your support.

As you know, I have already established the National Foreign Assessment Center and have redefined the role of the Intelligence Community Staff. I am now in the process of setting up a Collection Tasking Staff with Community-wide responsibility for establishing intelligence collection priorities. These and other changes, including possible legislation which could establish additional statutory positions, will require a re-examination and realignment of our EP structure and a possible change in our present allowance.

As the CIA and Intelligence Community organizational structure is further refined and as new or redefined senior positions are staffed, I may find it necessary to exceed temporarily the present EP allowance established by OMB. I would hope you would bear with me during this period of transition pending a formal recommendation for a realignment of our EP positions and a possible change in our current allowance as necessary to support the organizational structure I plan to implement.

As soon as the details of my long-range plans can be worked out--which I expect to be completed within the next few months--I will submit to OMB a formal proposal for the EP positions I feel are required to support me in carrying out my responsibilities as Director of Central Intelligence.

Yours,

STANSFIELD TURNER

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